

MASON CITY CSD/TEAMSTERS #238  
(BLUE COLLAR)

06-07

**Bargaining Contract  
Building and Grounds Employees  
for 2006-2007**

WITNESS THIS AGREEMENT made and entered into by and between the MASON CITY COMMUNITY SCHOOL DISTRICT, hereinafter referred to as the "EMPLOYER" and TEAMSTERS LOCAL UNION NO. 238, Mason City, Iowa affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, hereinafter referred to as the "UNION."

ARTICLE 1

RECOGNITION

1.1 Pursuant to certification by the Public Employment Relations Board of the State of Iowa, Case #1515 dated October 1, 1979, the employer agrees to recognize, and does hereby recognize, the Union as the exclusive bargaining agency for all of the employees of the Mason City Community Schools as herein defined.

1.2 The term "employee" as used in this Agreement shall include all regular full-time and regular part-time employees of the Maintenance and Operations Department including custodians, bus drivers, carpenters, ground crew, boiler operators, storeroom employees and working foreperson. Excluded are all supervisory employees, academic employees, including paraprofessionals, clerical employees, food service employees, confidential employees, audio visual and media operator technicians and others excluded by the Act.

1.3 The Employer will neither negotiate nor make Collective Bargaining Agreements for any of its employees in the Bargaining Unit covered hereby unless it be through duly authorized representatives of the Union.

1.4 The term "regular full-time employee" shall be defined as those employees whose calendar year work schedule consists of 2080 hours or more.

1.5 The term "regular part-time employee" shall be defined as those employees whose calendar year work schedule consists of less than 2080 hours and are required to work at least 180 days during the fiscal year.

1.6 The term "Superintendent" as used in this Agreement shall mean the Superintendent of Schools of the Mason City Community School District or his designee.

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RELATIONS BOARD

## ARTICLE 2

### SENIORITY

#### PROBATIONARY PERIOD

2.1 A new employee employed as a regular full-time employee shall work under the provisions of this Agreement but shall be considered as a probationary employee until he shall have worked for the District a period of 100 calendar days. Bus drivers shall be considered to be probationary until they have also completed the required "Bus Drivers Training Course" which shall be provided by the District and which the employee shall attend as soon as reasonably possible. Probationary employees shall be entitled to the same fringe benefits under this Agreement as non-probationary employees. During the probationary period such employees may be discharged without further recourse. Upon completion of the probationary period the employee shall be placed upon the regular seniority list as of date of hire.

2.1 (a) For employees hired during June, July and August the probationary period may be extended to 100 working days when agreement has been reached between the employer, the Union, and the employee.

2.2 New employees employed as other than a regular full-time employee and who are not working the regularly scheduled work week shall be considered as probationary until the employee has worked 180 working days out of a 365 day period. During the probationary period the employee may be discharged without further recourse. Upon completion of the probationary period the employee shall be placed upon the regular seniority list as of the date of hire.

2.3 "Seniority" as used in this Agreement means the regular full-time or regular part-time employees length of continuous service with the District from date of hire, conditioned upon completion of the probationary period. Seniority shall be deemed broken by discharge, voluntary quit, retirement, and failure to return upon recall or expiration of leave of absence or unexcused absence in excess of three working days or more than one year lay off.

2.4 In the event an employee who has been laid off is subsequently recalled in accordance with the terms of this Agreement, such employee shall lose all seniority rights if the employee fails to return to work within five working days after being called back, except in the case where the employee on call back was a regular full-time employee on lay off and rejects a recall to a regular part time position under the last sentence of Section 7.2.

2.5 If a part-time employee signs a full-time posting, the date he/she started the full-time position becomes the date or benchmark for signing a future posting or determining seniority in the event of a layoff.

## ARTICLE 3

### DUES DEDUCTION/CHECK OFF

3.1 The Employer agrees to deduct from the pay of all employees covered by this Agreement dues and initiation fees of the Local Union having jurisdiction over such employees and agrees to remit to said Local Union all such deductions. Where laws require written authorization by the employee, the same is to be furnished by Union to Employer in the form required..

3.2 Union agrees to indemnify and hold harmless Employer, each individual Board member and Administrators against any and all claims, costs, suits or other forms of liability and costs including Court costs arising out of the application of the foregoing dues deduction provisions.

3.3 The employee agrees to make deductions for ACE (Area & Community Educators) Credit Union. Such deduction will only be made after a written authorization, signed by the employee is furnished to the Employer

## ARTICLE 4 LEAVES

4.1 Personal Leave of Absence: Any employee desiring unpaid leave of absence from his employment shall secure written permission from the Employer prior to being eligible to commence such leave of absence. The maximum leave of absence shall be for thirty (30) calendar days and may be extended for like periods for up to a maximum of ninety (90) days,, with the consent of the Employer. Failure to comply with this provision shall result in the complete loss of seniority rights of the employees involved. Inability to work because of medically certified sickness or injury shall not result in the loss of seniority rights. Leave of absence shall not be requested for the purpose of trying out other jobs or any self-employed enterprises. **An approved leave without pay will include a deduction of salary and benefits.**

4.2 Sick Leave: Regular full-time employees are entitled to sick leave for medically-related disability with full pay on the following basis: Two (2) days per month based upon active employment to a maximum of 130 days. **Two (2) days from an employee's sick leave may be used for family illness.**

Regular part-time employees are entitled to sick leave for medically-related disability with pay on the following basis: One and one-fourth (1-1/4) days per month based upon active employment.

Employees who have a record of non-use of sick days for contract year of perfect attendance will receive an additional \$150 for that perfect record. The perfect attendance benefit excludes all but 12-month full-time employees. The authorized leave allowed that would not affect the perfect attendance benefit is bereavement leave.

4.3 Bereavement Leave: In the event of death in the immediate family, employees covered by this Agreement may be granted a leave of absence with pay of up to five (5) working days at the time of such death. Family as used in this paragraph is defined to mean father, mother, brother, sister, son, daughter, husband, wife, grandparents, grandchildren of the employee or the employee's spouse including step relationships of the family. This leave is not cumulative. Employee will give a reasonable notice to their supervisor as soon as need for such leave is known.

4.4 A total of one (1) full day or two (2) half days per year will be granted to employees to attend the funeral of any relative or close friend not listed in 4.3.

4.5 Jury Duty: The Employer shall pay an employee their regular rate of pay if they are selected to serve on a jury or subpoenaed as a witness in Court proceeding, provided that the employee turns in all monies received in the performance of these duties (excluding travel and subsistence payments) to the Employer.

4.6 Emergency leave with pay may be granted to a maintenance/operations department employee at the discretion of the Superintendent or designee. The permission to use this leave may be granted after the reason or set of unusual circumstances have been reviewed by the supervisor.

## ARTICLE 5

### VACATIONS

#### Article 5 - Vacation

5.1 All 12-month employees working on a full-time (8 hours per day) basis will accumulate paid vacation based upon time earned when hired as a regular full-time employee. Vacation will be accumulated and recorded monthly. (Schedule attached.)

New employees hired to full-time positions shall begin to accumulate vacation days at a rate of .8 (eight-tenths) of a day for each full calendar month of employment up to July 1 (district start date). The first full year of employment for vacation accumulation will start July 1.

Regular part-time employees who move to full time (8-hours per day) positions will have the date of hire as a regular part-time employee used to compute future benefits. Vacation time shall be compensated at the rate of pay received by the employee for regular time.

Base Year (Employment date to June 30 = .8 day per full calendar month)

1st through 6 consecutive full years.....10 days

7th through 14<sup>th</sup> consecutive full years..... 15 days

**15th and subsequent years..... 20 days**

(Employees may check the vacation grid with the Payroll Clerk)

5.2 Vacations shall normally be taken between the last day of school up to five (5) working days prior to the start of school and the five (5) working days after school starts, the same to be scheduled by the Supervisor of Buildings and Grounds based upon seniority of applicants who shall bid upon the vacation calendar for the above period to be posted by April 1 and removed April 30. Other dates may be bid upon the basis of seniority if in the determination of the Supervisor of Buildings and Grounds suitable replacement is available which shall not be unreasonably denied. Vacations during the above period shall be scheduled by the Supervisor of Buildings and Grounds and may be altered at his discretion or at the request of the employee. Any employee may request vacation time when school is not in session, subject to the approval of the Supervisor of Buildings and Grounds.

5.3 Vacation earned shall be recorded at the end of each full month of employment. **No vacation shall be taken until earned.** Bargaining unit members may accumulate up to a maximum of 30 days of earned vacation.

5.4 In the event of termination, entitlement to vacation pay benefits shall be determined on a pro rata basis.

5.5 Full-time employees who are eligible for vacation benefits will be eligible to use up to five (5) days of accumulated vacation during the school year. The written application must be filed with the office of Supervisor of Buildings and Grounds three (3) days prior to requested use which shall not be unreasonably denied. Vacation days must be taken in whole or half-day increments.

## ARTICLE 6

### MANAGEMENT RIGHTS

6.1 The management of the schools and the direction of the working forces including all the responsibilities, powers and authority which the Employer had prior to the signing of this Agreement (such as, by way of example and not by way of limitation, the right to select and hire, to promote or discipline, to direct the work force, the scheduling of work, the source of supplies and services, the location of schools, the schedule of hours and shifts, the methods, processes, and means of and right to establish rules of school conduct) except such as are specifically relinquished or modified herein, are the sole and exclusive rights and responsibilities of the Employer.

## ARTICLE 7

### REDUCTION

7.1 If in the exclusive judgment of the Employer it becomes necessary to reduce or otherwise adjust the number of employees within the bargaining unit, reduction shall be accomplished in accordance with the following procedure:

- a. Normal attrition;
- b. Temporary and probationary employees;
- c. Part time employees except that under this contract Employer has the right to retain three (3) part-time bus drivers who in the event of reduction shall not be laid off as long as such positions remain in existence.
- d. Reduction shall be by seniority and employees with the least seniority shall be first laid off. In the event of a building closing, the employees directly affected shall be entitled to replace the most junior employee on the seniority schedule for whose job they are qualified.

7.2 In the event employment for which an employee who was laid off under these procedures is qualified becomes available within twelve months of the effective date of such layoff, the employee shall be notified of the opportunity to bid for the opening pursuant to the procedures of Article 15. In the event two or more laid-off employees are qualified for a position that becomes open within twelve months of their layoff dates, the notification of right of recall bidding shall be extended in reverse order of layoff. Notification shall be by certified mail to the last address provided Employer by the employee. The employee shall have five working days from the date of mailing such notice in which to exercise the right of recall bidding and an additional five working days in which to report if his bid is accepted. If an employee fails to exercise such right of recall bidding or fails to report, the employee shall lose all rights of recall under this Article and his name shall be removed from the seniority list. However, any employee who was a regular full-time bargaining unit employee at the time of layoff and who is invited to bid part-time position under this section shall not lose his seniority on the recall list if he refuses such part-time position.

7.3 In the event of a lay-off, the district must give the member and the Union thirty (30) calendar days advance notice. In the event the district fails to do so, the employee shall be paid.

## ARTICLE 8

### GRIEVANCE PROCEDURE

8.1 In this Agreement, the term "grievance" means a claim that there has been a violation, misinterpretation or misapplication of any applicable provision of this Agreement.

8.2 In order to try to resolve grievances at the lowest level, the employee will first discuss the matter informally with his or her immediate supervisor. For employees assigned to a building, this will be the Building Principal; for employees not assigned to a building or for the employees who are assigned in part to a building and in part outside a building, this will be the Supervisor of Buildings and Grounds or his designee.

- a. If the grievant desires, a designated representative of the Union may be present at any level of these procedures.

8.3 If the grievance is not settled, employee may then discuss the matter informally with either the Supervisor of Buildings and Grounds or the Director of Financial and Support Services.

8.4 If the grievance is still not settled, it shall be reduced to writing and submitted to the Superintendent or his designee within seven working days following the decision reached at the second discussion, and the Superintendent or designee shall give a written decision within seven working days.

8.5 If the parties reach an agreement at any Level above, whether formal or informal, the matter shall be deemed fully and finally resolved. If a decision is not made by the Administrator within three working days (informal) or seven working days (formal), the matter will be deemed to be fully and finally resolved in favor of the employee. The employee must initiate these procedures within seven working days following the event or condition giving rise to the grievance and if employee does not do so, or if employee fails to appeal an adverse decision to the next higher level within seven working days after such a decision, the grievance shall be deemed to be fully and finally resolved in favor of Employer.

8.6 Arbitration: If the grievance has not been settled at any of the above Levels and the Union decides to submit the same to arbitration, then within seven working days the Union shall so notify Employer. The Union Business Representative or his designee and the Superintendent of Schools or his designee shall meet and endeavor to agree upon a single or neutral arbitrator. If they cannot agree within three (3) working days either party may request the FMCS to provide a list of five (5) qualified arbitrators. The parties shall then determine by lot who shall first strike a name from the list, the loser striking the first name, the winner striking the fourth name. The fifth name remaining shall be the arbitrator. The arbitrator so chosen will schedule and call such meetings as are necessary to hear and adjudicate the grievance.

8.7 With the approval of the Superintendent an employee may take time off from the work day to process a grievance, however, the employee shall not be paid for such time off except when a Grievance Meeting is called by the Superintendent during working hours.

8.8 The arbitrator shall have no power or authority to amend, add to, modify, expand, or in any other way change any provisions of the Agreement. The decision of the arbitrator shall be within the authority herein granted, according to law, in writing and shall include the reason for each finding and conclusion and shall be rendered within ten (10) days following the date of the last Hearing, unless an extension is agreed upon by both parties. The decision of the arbitrator shall be final and binding on the parties.

8.9 Fees and expenses of the arbitrator shall be shared equally by the Employer and the Union. Each party shall be responsible for any other costs incurred or related to the respective party's participation in the grievance procedure.

8.10 The contracting parties agree that as a part of the consideration of this Agreement,, any and all disputes arising out of the interpretation of and adherence to the provisions of this agreement and any and all claims, demands, or actions growing either from or involved therein shall be by the contracting parties settled and determined exclusively by the grievance and arbitration procedure and set forth hereinbefore.

## ARTICLE 9

### WORK WEEK

9.1 The regular work week shall be 40 hours and shall normally be scheduled Monday through Friday. Employees shall be entitled to a one-hour lunch period which shall be taken between the third and sixth hour, however, bus drivers may be granted a 1-1/2 hour lunch period if their driving schedule would otherwise extend their day beyond a normal 8 hours. Lunch periods may be divided; however, any employee who desires a continuous one-hour lunch period shall be granted same. Should a bus driver who is entitled to a 1-1/2 hour lunch period be called back to work during that period, such time worked will be computed in determining overtime. Time and one-half shall be paid for all time worked in excess of 8 hours in one day or in excess of 40 hours per week. Daily and weekly overtime shall not be pyramided nor shall authorized pay leave time (other than for holidays) be computed in determining the number of hours worked. Employer shall endeavor to distribute overtime as equally as possible among the full-time employees by building. Utilities, maintenance employees are assigned to the high school for overtime purposes. For overtime purposes the ground crew work force shall be assigned spring/summer outdoor activities.

9.2 The work year for regular part-time employees may be less than 12 months and the work week may vary with the needs of the position as determined by employer.

9.3 The work year for part-time personnel employed as school bus drivers only shall consist of the number of days classes are in session, and up to 44 hours of training.

9.4 No overtime shall be paid unless authorized or approved by the superintendent or his designee.

9.5 All employees shall receive a 15-minute rest period during the first 4 hours of work, and one 15-minute rest period during the second 4 hours of work as scheduled by the Superintendent. Employees shall not use rest periods to leave school premises unless authorized by the Superintendent or designee.

9.6 Any employee who is called to work during non-scheduled hours (other than during a holiday which is specifically covered by Article 10.2 of this Agreement) shall be paid for the time worked or at least a minimum of 2 hours at regular pay. Such hours shall be included in computing overtime.

9.7 Regular part-time employees shall be considered for substitute work in the district (known to be one week or more) when the position does not conflict with their regular positions nor initiate or increase overtime pay because of the combination of the two positions.

9.8 Head custodians are not responsible for checking buildings on weekends or holidays.

9.9 An additional day, in excess of the 260 agreed upon work days that have been identified for use during the spring break, can now be used at the end of the quarter with proper authorization.

## ARTICLE 10

### HOLIDAYS

10.1 Regular full-time employees, including full-time probationary employees, shall not be required to work and shall be paid eight (8) hours pay at the straight time hourly rate for the following holidays:

- a. Fourth of July
- b. Labor Day
- c. Thanksgiving Day
- d. Friday after Thanksgiving
- e. Christmas Day
- f. New Years
- g. Memorial Day
- h. Tuesday after when Christmas and New Years fall on Monday
- i. Monday before when Christmas and New Years fall on Tuesday
- j. Monday and Tuesday preceding Christmas only when Christmas falls on Wednesday
- k. Friday after when Christmas and New Years fall on Thursday
- l. Thursday before when Christmas and New Years fall on Friday
- m. One day during Spring break
- n. One holiday to be approved by Employer for all employees

In addition, any holiday that falls on Saturday shall be observed on Friday, and any holiday that falls on Sunday shall be observed on Monday.

10.2 Regular employees called to work on any of the above listed holidays shall be paid for the time worked, or at least a minimum of two (2) hours pay at one-and-one-half times the regular rate in addition to the eight (8) hours referred to above.

10.3 In the event a holiday falls within an employee's vacation period, he shall be granted an additional day's vacation with pay.

10.4 Any employee absent from work on the day(s) preceding and/or following the above-listed holidays shall have salary deducted for such absence unless confirmed as sick leave by a physician or unless such absence is approved as paid leave by Employer. In the event of unexcused absence on the day before or the day after a holiday, the employee shall not be entitled to pay for such holiday.

10.5 Regular employees are entitled to holiday pay if the holiday falls within the first thirty (30) calendar days of absence due to illness, or non-occupational injury, or within the first six months of absence due to occupational injury or during period of permissible absence.

ARTICLE 11  
INSURANCES

11.1 Those members of the employee group regularly employed for more than 25 hours per week shall be provided the following insurance protection during the term of their employment, the premiums for which coverage shall be paid by Employer:

- a. Health, Chiropractic, and Major Medical: The full cost of single-coverage premium. **\$500/\$1,000 deductible**
- b. Term Life Insurance (including Accidental Death and Dismemberment): \$50,000.
- c. Income Protection: Regular employees whose annual salaries are \$3,500 or more will, in the event of disability which prevents them from continuing gainful employment receive 60% of the employee's monthly compensation to a maximum benefit of \$2,500 less any payments for that month for which employees are eligible under the Federal Social Security Act, Workmen's Compensation or under any plan providing benefits for loss of time from employment to which the Board contributes or makes payroll deductions and any payment the employee receives under the salary continuation or retirement plan of the Board.
- d. Out-Patient Care: Medical emergency within 72 hours of the attack; accidental care within 72 hours of the injury; surgical procedures; and DXL benefits.

ARTICLE 12  
WAGES AND SALARIES

12.1 Employees shall receive individual salaries according to the Salary Schedule attached hereto.

12.2 Each employer shall be paid 24 equal installments twice a month. When a pay day falls on a weekend or a holiday, the payroll will be distributed the next work day.

ARTICLE 13  
HEALTH

13.1 Such physical examinations as may be required by law to obtain or continue employment with the Employer shall be paid by the District to the doctor up to the extent of \$75 per examination upon receipt of the examination report.

## ARTICLE 14

### COMPLIANCE CLAUSES AND DURATION

14.1 Severability: If any provision of this Agreement shall be declared illegal by the Court of competent jurisdiction, then such provision shall be deleted from this Agreement to the extent that it violates the law. All other provisions, not affected by those provisions declared invalid, shall remain in full force and effect.

14.2 Term: This Agreement shall become effective July 1, 2006 and shall continue in full force and effect until June 30, 2007, and shall be automatically open for renegotiation October 1, 2005.

14.3 Notice: Whenever any Notice is required to be given by one party to the other, either party shall do so by certified mail at the following designated addresses, or at such other address as may be subsequently designated in writing to the other party:

- (a) If by Union to Employer:  
Mason City Community School District  
ATTENTION: Superintendent of Schools  
1515 South Pennsylvania Avenue  
Mason City, Iowa 50401
- (b) If by Employer to Union:  
ATTENTION: Ron Wheeler  
404 15th Street N.W.  
P.O. Box 1445  
Mason City, Iowa 50401

## ARTICLE 15

### TRANSFER PROCEDURE

15.1 When in the judgment of Employer it becomes necessary to create a new employment position, or an existing and continuing position becomes vacant, the following procedure will be followed in filling the same:

15.2 Any vacancy which in the best judgment of the District is of temporary nature, that is, of less than sixty (60) working days' duration, shall not be listed as a vacancy and it shall not be posted. This would also include emergency filling of a vacancy until these procedures are implemented.

15.2(a) Where the vacancy to be filled is that of a head custodian or working foreman the bidding procedures set out in this Article shall not be utilized and the Employer shall have full discretion in making the appointment. In the case of appointments made under this provision a probationary period of 120 calendar days shall apply during which period evaluation shall be conducted by the Employer and the results of such evaluation shall be discussed with the employee following the evaluation.

15.3 The posting shall specify the job classification and building in which the vacancy exists, approximate hours of work and any qualifications necessary for an employee with seniority to be eligible to make application for the vacancy.

15.4 Any employee, with seniority, who can qualify may sign the posted vacancy. It is mutually understood under the terms of this contract that regular part-time employees, regardless of their part-time seniority date, can only bid for a position after all regular full-time employees have had an opportunity to bid for the position.

15.5 When the vacancy has been posted for 120 hours, excluding weekends, the Director of Personnel shall accept no more applications for the vacancy. During this 120-hour period, the District shall make reasonable attempts to contact and inform employees on layoff of the vacancy. From the list of signed bidders, the District shall fill the vacancy on the basis of seniority. Any employee who fills a vacancy by this bidding procedure and who fails to perform the required work satisfactorily within thirty (30) school working days from date of assignment, shall be returned to his former position; such employee may within thirty (30) working days return to his former position at his own choosing.

15.6 No employee may transfer under the provisions of this Section who has been granted a change during the preceding three (3) months by this procedure except for an employee who has been transferred (bumps) due to the closing of a building or whose job or position has been abolished. This employee will be allowed an additional bid within a three-month period.

15.7 If a part-time employee fills a full-time posting, the date he/she started the full-time position becomes the date or benchmark for signing a future posting or determining seniority in the event of a layoff.

## ARTICLE 16

### IMPASSE PROCEDURES

16.1 It is hereby agreed by and between the Public Employer and Employee Organization hereunder that they will be governed by the following Impasse Procedures.

16.2 If the parties have not arrived at a complete Collective Bargaining Agreement by the 15th day of December, 2005 either or both parties shall request that the PERBOARD, State of Iowa, appoint a mediator to assist the parties.

16.3 Shall the parties with the assistance of the mediator have not reached a complete agreement by the 5th day of January, 2006, then either or both parties shall request the PERBOARD to submit to them a list of arbitrators. Upon receipt of said list the parties shall meet within five days and select the neutral arbitrator. The parties shall by a toss of a coin determine who shall strike from the list first and by alternate strikes arrive at the final arbitrator who shall be chosen. Either party shall inform the PERBOARD of the chosen arbitrator.

16.4 The parties shall upon selection of the arbitrator submit to each other within five days thereafter their final proposal on each unresolved issue. The final proposals shall not be changed except by mutual agreement of the parties.

16.5 The arbitrator shall set the date for Hearing no later than the 1st day of February, 2006. Decision shall be rendered no later than the 1st day of March, 2006.

16.6 Nothing herein shall be interpreted as preventing the parties from further negotiations and agreement up to the date of final decision.

## ARTICLE 17

### NONDISCRIMINATION

17.1 Neither the Employer nor the Union shall discriminate against an employee because of race, color, creed, sex, national origin, or age. Wherever the male gender is used in the Agreement, it shall also include the female.

17.2 After a disabled individual is employed, the Employer shall not be required under this Chapter to promote or transfer such handicapped person to another job or occupation, unless prior to such transfer, such handicapped person by training or experience is qualified for such job or occupation. (Section 601A.13 Code of Iowa 1977 as amended)

## ARTICLE 18

### STEWARDS

18.1 The Employer recognizes the right of the Union to designate job stewards from the membership of this Bargaining Unit to represent the Union under this Agreement.

Signature: IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their respective representatives on the day and year first above written.

MASON CITY COMMUNITY  
SCHOOL DISTRICT

TEAMSTERS LOCAL UNION NO. 238

By *Paul R. Hunt* Pres. By *Baron Wheeler*  
By *Keith Linder* Supt. Its *B/A*

## ARTICLE 20

### LICENSE

20.1 Any increased cost to the Chauffeurs license created by the CDL license shall be paid by the district. The school district will pay for needed endorsements to comply with local and state requirements such as a plumber license, pool management certification, and a boiler operator license.

**WAGE SCHEDULE FOR 2006-2007  
BUILDING AND GROUNDS EMPLOYEES**

<b>PAY</b>	<b>Step "A"</b>	<b>Step "B"</b>	<b>Step "C"</b>	<b>Step "D"</b>	
<u>GRADE</u>	<u>hour</u>	<u>hour</u>	<u>hour</u>	<u>hour</u>	
8	\$12.83				Temporary/Substitute
17	\$13.96	\$14.45	\$14.74	\$15.08	Bus/Night Custodians/Day Custodians/Grounds
18	\$14.02	\$14.53	\$14.81	\$15.12	Assistant Sr. High Custodian
21	\$14.19	\$14.80	\$15.10	\$15.41	Elementary/M.S. Head Custodian
23	\$14.36	\$14.97	\$15.26	\$15.57	Utility Foreman/Carpenter/Grounds Foreman
24	\$14.55	\$15.16	\$15.44	\$15.77	High School Head Custodian/Plumber
Longevity - 10¢ after 5 years completed					
10¢ after 10 years completed					
10¢ after 15 years completed					
10¢ after 20 years completed					

**Benefits for those in excess of 25 hours per week include:**

Single health insurance, \$50,000 term life ins., LTD  
\$160 per month TSA

**Substitutes begin at entry-level rate pay grade 8**

**NOTE:** New employees will be initially placed in the appropriate pay grade in Lane "A" for the probationary period. Upon satisfactory completion of the probationary period, the employee will immediately move to Lane "B". Horizontal movement from Lane "B" to Lanes "C" and "D" will occur on the anniversary date of their satisfactory completion of the probationary period.